

4 August 1964

C/PRD MEMORANDUM FOR: Professional Recruiters (FY 65-9)

SUBJECT : Inspector General Suggestions

1. The following suggestions submitted for comment to the Director of Personnel by the Inspector General, and my proposed responses are offered for your consideration; if your views would differ from mine, please feel free to speak up:

a. "Where there is more than one recruiter in a field office, one man should be placed in charge, rather than have each report separately to Headquarters as is now the case."

Response: I see nothing to be gained and possibly something to be lost by accepting this recommendation insofar as it involves any two Professional Recruiters sharing an office and the services of a secretary. Assigned territories and recruitment sources in no way overlap, thus each recruiter should be reporting separately to Headquarters, so long as it is his responsibility to work his territory to Headquarters' satisfaction and not to the satisfaction or standards of another recruiter. I should hope that any of our Professional Recruiters who might be sharing an office would be completely compatible and, in fact, appreciative of each other's company. Wherein Clerical Recruiters are based with Professional Recruiters, the latter are now immediately "in charge," in the fullest sense of this supervisory phrase. This decision was reached for quite different reasons, however, and became effective 1 August 1964.

b. "Recruiters need more information about the Career Officer Trainee Program. This should be provided to them as soon as the program is established and qualifications are agreed upon."

Response: Agree. The expanded JOT (or COT) Program is taking in a considerably wider area of disciplines and career direction and Recruitment must have sharper guidelines in order to keep pace. The Program has excellent leadership and is devoted to refining clear selection standards--which the components themselves can best aid in

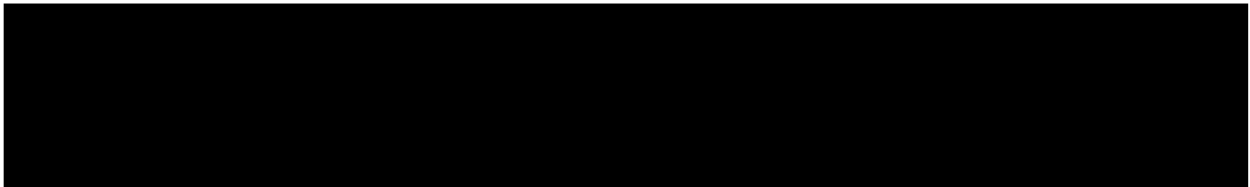
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developing. While these standards are not being nailed down as neatly and as rapidly as Recruitment might wish for, we recognize some of the difficulties involved. When the Recruiters and the COTP staff next have the opportunity to meet as one body seeking this common objective, on 22 September 1964, incidentally (Inspector General representation invited), we should be able to smooth out these wrinkles in our relationships. Also, we have invited COTP staff members to sit in with our recruiters during campus interviews this fall and sample the "field point of view." This too should make for a closer working relationship.

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Response: Concur and so ordered--unless you come up with the only intelligent rebuttal I have heard to date, specifically, that in [REDACTED] alone insofar as I know) no self-respecting female applicant who is unaccompanied will enter a man's office that has nothing but his name on the door, accounting, as I have witnessed there, for the mother in most cases accompanying the daughter to our interviews. This would not be true if it were a Federally-owned office building identified as being exclusively a "Federal Building," but a commercial building in which space is Federally-leased, or in [REDACTED], is a different matter.

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d. "The Office of Research and Reports believes it should be permitted to send its own officers to universities in the fall of each year to contact prospective candidates, provided such visits are coordinated with the Office of Personnel. We see no objection to this, and suggest that ORR be permitted to do so."

Response: Time has somewhat overtaken this recommendation. We have met ORR more than half way in this regard, and there are going to be a few economists coming on-board who will be surprised to learn later that ORR and CIA are not synonymous. I think we can take this risk, on our liberal enough terms, but would the Inspector General advocate that we extend equal time to all Agency components? If so, we are headed as an employer for the bottom rung of the Placement Director's welcome ladder. Placement Directors despise disjointed recruitment tactics.

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